

**COLUMBUS MUNICIPAL SCHOOL DISTRICT**  
**STAKEHOLDER MEETING**  
**TEACHERS AND OTHER STAFF**  
**March 21, 2018**

**N = 110+ Attended Meeting**  
**N = 18 Online Survey**

**TOP THREE PRIORITIES FOR THE INCOMING SUPERINTENDENT:**

1. Restore the morale of the employees
  - Retention of teachers; mentorship program for new teachers
  - Formal mechanisms for appreciating/valuing the teachers
  - Heal broken relationships
  - Revisit length of the school day schedule
  - Implement teacher training and best practices
  - Stimulate a passion for teaching
2. Address student discipline
  - Look at following through with procedures and policy
  - Should be fair and consistent across district
3. Communicate with and keep teachers informed
  - Regular communication
  - Foster an attitude of success
4. Restore the public image of the district
  - Restore the trust of the community in the district
5. Evaluate the curriculum and programs in place in the district
  - Explore reducing class size
  - Review the load of the special education teachers

**MAJOR STRENGTHS OF THE SCHOOL DISTRICT:**

Caring teachers and staff willing to provide direction for a new beginning  
Teachers will provide support for improving the district  
Student and teacher diversity  
Variety of subjects offered  
Strong arts programs

**CHARACTERISTICS OF THE NEXT SUPERINTENDENT:**

Approachable  
Visible  
Personable  
Cheerleader for teachers  
Has been an educator (has not forgotten what it was like to be a teacher)  
Can form a connection with students (future citizens are in our walls)  
Can form a relationship with the community; is a liaison between the district and the community  
Addresses challenges of low performing students (interventions)  
Honest and transparent; has integrity; strong morals and personal value system  
Focuses on developing people

Experienced in making difficult decisions (has backbone)  
Represents the district in a professional way  
Dynamic/energetic  
Restores integrity to the "systems" in the district  
Track record of careful oversight of funds  
Can communicate a clear vision and mission (how to turn the district around)  
Committed to and is a part of the community  
Listens to and is responsive to teachers

**DEFINITION OF SUCCESS OF THE SUPERINTENDENT AT THE END OF THE FIRST YEAR:**

Development of a formal recognition plan  
Review of the curriculum and programs within the district  
Plan for recruitment, retention, training of quality staff  
Happy, motivated teachers and students  
Improved employee morale  
Improved student achievement  
Improved student behavior  
Develops a plan for parent involvement  
Focuses on customer service

**AWARENESS FOR SEARCH CONSULTANTS:**

Demographics of city/district  
Economics of city  
Limited district resources  
Teacher morale  
Limited success with leaders from out-of-state

**OTHER COMMENTS:**

Hold teachers and administrators accountable for making use of instructional time  
Have final applicants to make presentations to stakeholders  
Lack of consistency in all areas in the school district